DOCUMENT RESUME

ED 081 113 EA 005 425

TITLE	Salaries of Teacher Aides and Other Paraprofessionals, 1972-73. ERS Circular No. 3, 1973.
INSTITUTION	Educational Research Service, Washington, D.C.
PUB DATE	Jun 73
NOTE	29p.
AVAILABLE FROM	Educational Research Service, Suite 1012, 1815 North Fort Myer Drive, Arlington, Virginia 22209 ($2.00)
EDRS PRICE	MF-$0.65 HC Not Available from EDRS.
DESCRIPTORS	*Paraprofessional School Personnel; *Research; *Salaries; School Policy; *Teacher Aides

ABSTRACT

Although recent literature has discussed the selection, preparation, organization, and duties of paraprofessionals, little data have been made available regarding the salaries of these employees. To obtain information on the subject, the ERS included in its annual questionnaire on selected school practices a request for salary schedules for paraprofessional personnel. The salary information provided by 292 responding school districts is reported herein, system-by-system and by enrollment levels. No information is provided on the length of work day or work year. The wide range of position titles and duties represented, as well as the variety of fringe benefit packages offered, preclude making comparisons between systems or arriving at statistical median or mean salaries. (Author)

FILMED FROM BEST AVAILABLE COPY

U S DEPARTMENT OF HEALTH
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

ED 081112

ERS

CIRCULAR

NO. 3, 1973

Salaries of Teacher Aides and Other Paraprofessionals, 1972-73

PERMISSION TO REPRODUCE THIS COPYRIGHTED MATERIAL BY MICROFICHE ONLY HAS BEEN GRANTED BY

ERS

TO ERIC AND ORGANIZATIONS OPERATING UNDER AGREEMENTS WITH THE NATIONAL INSTITUTE OF EDUCATION. FURTHER REPRODUCTION OUTSIDE THE ERIC SYSTEM REQUIRES PERMISSION OF THE COPYRIGHT OWNER

ED 005 425

Single copy of this Circular — $2.00
Copyright © 1973 by the
EDUCATIONAL RESEARCH SERVICE
All Rights Reserved

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS, 1972-73

The employment of teacher aides and other paraprofessionals is no longer in the new or experimental stage. In recent years, many magazine articles and books have discussed the selection, preparation, organization, and duties of paraprofessionals, but little data have been made available regarding the salaries of these employees. To obtain some information for use in answering recurring inquiries on the subject, ERS included in its annual questionnaire on "Selected School Practices" a request for salary schedules for paraprofessional personnel.

The questionnaire was sent to all 585 school systems enrolling 12,000 or more pupils and to a selected group of 201 smaller systems. Of these 786 systems, 292 returned usable information on rates of pay for teacher aides and other paraprofessionals. This information is reported, system-by-system, beginning on page 2. The replies are distributed as follows:

Enrollment stratum	Replies received
Stratum I (100,000 or more)	12
Stratum II (50,000-99,999)	33
Stratum III (25,000-49,999)	52
Stratum IV (12,000-24,999)	140
Stratum V (6,000-11,999)	22
Stratum VI (3,000-5,999)	17
Smaller systems	16
	292

The reader should bear in mind that the omission of a school system from the system-by-system table does not necessarily indicate that the district does not employ paid aides--merely that it did not furnish adequate information to ERS or that it did not receive a questionnaire.

Since information on length of work day and work year was not requested (and usually did not appear in the salary policies), it is not possible to make comparisons between systems or to arrive at statistical median or mean salaries. Another factor precluding such calculations is the incomparability of titles or even the qualifications and duties for positions with the same title. It should be noted also that some systems provide a fringe benefit package for paraprofessionals, others compensate for the lack of fringe benefits by adding a percentage of the base salary to the scheduled salary, and others specifically exclude paraprofessionals such as teacher aides from fringe benefit programs. Although about one in 10 respondents submitted materials indicating the fringe benefit package (or lack of it), most of the replies were silent on this matter.

It is possible to determine from the salary information submitted the number of responding districts which have established a kind of career ladder for paraprofessionals, recognizing additional professional or paraprofessional preparation. From the replies, it appears that at least 71 systems recognize additional preparation for salary advancement for paraprofessional employees. Of these 71, seven recognize *only* additional training for advancement on the schedule.

As can be seen from the individual replies beginning on page 2, the majority of the school systems have established a pay scale for teacher aides in which experience provides advancement to a higher step. A tabulation of the number of systems in each enrollment stratum utlizing pay scales which incorporate three or more experience steps appears below:

Enrollment stratum	Number of systems
Stratum I	12 (100.0%)
Stratum II	22 (66.7%)
Stratum III	43 (82.7%)
Stratum IV	99 (70.7%)
Stratum V	17 (77.3%)
Stratum VI	9 (52.9%)
Smaller systems	10 (62.5%)
	212 (72.6%)

In 64 of these 212 systems another method of advancement is recognized--advancement through acquisition of specified levels of additional education.

The schedules in two systems *require* a combination of experience and educational credits for advancement. Additionally, two systems reported that advancement is determined only by merit rating, and two other systems have one merit step at the end of the regular salary schedule.

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS, SELECTED SCHOOL SYSTEMS, 1972-73

School system	Salaries scheduled
Stratum I--Enrollments 100,000 or more (12 Systems)	
LOS ANGELES, CALIF.	
Education aide I	$336-$416/month
Education aide II	$394-$488/month
Education aide III and speech education aide	$438-$544/month
Education aide III (Spanish-speaking)	$450-$560/month
Education aide III (special)	$384-$475/month
Visitation aide	$394-$488/month
Instructional aide	$3.05/hr.
Instructional aide (electronics or Cantonese language)	$488-$606/month
Infant care aide	$438-$544/month
Children's attendant	$529-$658/month
Senior children's attendant	$560-$695/month
Special education aide	$623-$775/month
Special education aide trainee	$590-$733/month
Elementary science aide	$640-$796/month
Elementary science helper	$606-$754/month
Outdoor education assistant	$529-$658/month
BROWARD COUNTY, FLA. (Ft. Lauderdale)	
Academic aide	$300-$525/month in 16 steps
Kindergarten aide	Hourly rate based on appropriate step on above schedule (5-hour day)
Summer program aide	$15-$18/day in 4 steps (11 years)
DADE COUNTY, FLA. (Miami)	
Teacher aide, Cuban aide	$2.16-$3.04/hr. in 8 steps including 2 longevity steps
Community specialist	$2.38-$3.35/hr. in 8 steps including 2 longevity steps
Teacher assistant	$2.76-$3.88/hr. in 8 steps including 2 longevity steps
Lunchroom aide	$1.96-$2.76/hr. in 8 steps including 2 longevity steps
HILLSBOROUGH COUNTY, FLA. (Tampa)	
Assistant teacher	$16.50/day

School system	Salaries scheduled
BALTIMORE, MD.--city schools	
Educational assistant:	
High school graduate	$4,300-$5,300/yr. in 6 steps
One year of college	$4,600-$6,000/yr. in 8 steps
Two years of college	$4,900-$7,100/yr. in 12 steps
School aide (part-time)	$1.65-$2.40/hr. depending on training, experience, and assignment
BALTIMORE COUNTY, MD. (Towson)	
Instructional aide:	
Non-high school graduate	$4,136-$5,254/yr. 6 steps
High school graduate	$4,431-$6,277/yr. in 6 steps (+ 3 longevity increments to maximum of $7,027 in 20 years)
Two years of college	$4,642-$6,488/yr. in 6 steps (+ 3 longevity increments to maximum of $7,238 in 20 years)
PRINCE GEORGE'S COUNTY, MD. (Upper Marlboro)	
Aide:	
Non-high school graduate	$2,965-$4,403/yr. in in 7 steps
High school graduate	$3,449-$4,873/yr. in 7 steps
30 college credits	$4,403-$5,827/yr. in 7 steps
College degree	$4,873-$6,296/yr. in 7 steps
Health aide, instructional media aide	$4,211-$5,667/yr. in 7 steps
Bus aide	$1,465-$1,759/yr. in 3 steps
DETROIT, MICH.	
Teacher aide, grade I	$3.21/hr.
Teacher aide, grade II	$3.50/hr.
School service assistant	$1.90-$3.10/hr. in 6 steps (4 years)
School service assistant in radio-TV education	$2.50/hr.

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum I *(Continued)*	
CLEVELAND, OHIO	
Senior library aide	$4,900-$8,132/yr. in 17 steps
Junior library aide	$4,550-$7,545/yr. in 16 steps
Instructional assistant	$3.20/hr.
Instructional aide	$4.50/hr.
Camping aide	$18.00/day
University teacher assistant	$1.80/hr.
Resident tutor	$3.00/hr.
Student assistant	$0.75-$2.00/hr.
Teacher assistant:	
Elementary	$1.88-$3.19/hr. in 14 steps
Secondary	$2.03-$3.12/hr. in 12 steps
Educational technologist aide	$3.12-$3.50/hr. in 3 steps
Substitute	$1.63/hr.
DALLAS, TEXAS	
Study hall teacher	$4,400-$5,350/yr. in 5 steps
Teacher aide	$315-$488/month in 10 steps
FAIRFAX COUNTY, VA. (Fairfax)	
Teacher aide:	
9-1/2-month (190 days)	$3,760-$4,975/yr. in 7 steps
10-month (198 days)	$3,958-$5,237/yr. in 7 steps
MILWAUKEE, WIS.	
General aide	$2.72-$2.98/hr. in 3 steps
Technical aide	$3.25-$3.54/hr. in 3 steps
Paraprofessional aide	$3.85-$3.97/hr. in 3 steps
Lead aide	15¢/hr. additional
Stratum II--Enrollments 50,000-99,999 (33 Systems)	
BIRMINGHAM, ALA., city schools	
Paraprofessional	$15/day
TUCSON, ARIZ.	
Teacher aide:	
Less than one year of college	$2.37/hr.
One or more years of college	$2.58/hr.
FRESNO, CALIF.	
Noontime assistant	$2.00/hr.
Special education classroom aide	$403-$517/month in 6 steps
Paraprofessional:	
No college	$2.05-$2.26/hr. in 3 steps
30 college units	$2.15-$2.35/hr. in 3 steps
60 college units	$2.25-$2.56/hr. in 4 steps
90 college units	$2.35-$2.66/hr. in 4 steps
Clerical aide	$374-$481/month in 6 steps
LONG BEACH, CALIF.	
Aide to educationally handicapped	$482-$573/month in 4 steps
Aide to handicapped	$538-$635/month in 4 steps
Audio-visual aide	$573-$674/month in 4 steps
Education aide	$459-$538/month in 4 steps
School-community aide	$470-$556/month in 4 steps
Teacher aide (full-time college student in 3rd or 4th year)	$2.20/hr.
Student assistant	$1.60/hr.
OAKLAND, CALIF.	
Instructional assistant	$2.35-$2.87/hr. in 5 steps
Noon supervisor	$2.35-$2.87/hr. in 5 steps
BABEL and COP instructional assistant	$2.72,$2.83, or $3.10/hr.
Tutorial aide:	
College student	$2.61/hr.
College graduate	$3.66/hr.
Student employee	$1.60/hr.
Lincoln Child Center:	
College student	$2.31/hr.
Teacher assistant	$2.88/hr.
Aide to handicapped	$593-$665/month in 4 steps
Instructional assistant--bilingual	$3.00/hr.
SAN FRANCISCO, CALIF.	
Student aide	$1.65/hr.
School lab assistant	
Attending high school	$1.89/hr.
High school diploma	$3.23/hr.
School child monitor	$2.59/hr.
School aide:	
No college	$2.59/hr.
1 year college	$2.85/hr.
2 years' college	$3.55/hr.

(Cont.)

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
SAN FRANCISCO, CALIF. *(Continued)*	
School patrol aide	$329/biweekly
Hall patrol	$3.38/hr.
School community relations assistant	$3.38/hr.
DENVER, COLO.	
Paraprofessional:	
I	$2.15-$2.55/hr. in 9 steps
II	$2.65-$3.05/hr. in 9 steps
III	$3.20-$3.60/hr. in 9 steps
IV	$4.10-$4.50/hr. in 9 steps
Reader assistant	20¢ for paragraphs under 150 words; 40¢ for 150-500 word compositions; $1.75/hr. for library, term papers, and conference time
JEFFERSON COUNTY, COLO. (Lakewood)	
Lay assistant	$1.85-$2.54/hr. in 8 steps
BREVARD COUNTY, FLA. (Titusville)	
Paramedia specialist	$2.91-$4.09/hr. in 8 steps
Preprofessional	$2.27-$3.21/hr. in 8 steps
Teacher aide	$1.97-$2.76/hr. in 8 steps
Teacher assistant	$2.27-$3.21/hr. in 8 steps
PALM BEACH COUNTY, FLA. (West Palm Beach)	
Teacher aide--EOA and PL89-750, Title I	$1.60/hr.
Instructional aide	$3.33/hr.
PINELLAS COUNTY, FLA. (Clearwater)	
Paraprofessional with 3 years of college	$155-$161/biweekly in 2 steps
DEKALB COUNTY, GA. (Decatur)	
Paraprofessional	$231-$294/month in 7 steps
WICHITA, KANS.	
Instructional aide:	
I	$1.75-$2.49/hr. in 12 steps
II	$1.90-$2.76/hr. in 12 steps
III	$2.06-$3.18/hr. in 12 steps
JEFFERSON COUNTY, KY. (Louisville)	
Trainable aide:	
I	$1.86-$2.52/hr. in 9 steps
II	$2.13-$3.22/hr. in 15 steps
LOUISVILLE, KY., city schools	
Aide (less than high school diploma)	$1.839-$2.049/hr. in 5 steps
Teacher assistant (high school diploma)	$2.102-$2.312/hr. in 5 steps
Associate (60 semester hours)	$2.364-$2.575/hr. in 5 steps
Senior associate (B.A. degree)	$3.41-$3.61/hr. in 5 steps
CADDO PARISH, LA. (Shreveport)	
Teacher aide	$15.40/day
EAST BATON ROUGE PARISH, LA. (Baton Rouge)	
Paraprofessional aide	$2.50 or $3.00/hr.
ANNE ARUNDEL COUNTY, MD. (Annapolis)	
Instructional aide:	
Without high school diploma	$3,626/yr.
High school diploma	$3,736-$4,296/yr. in 4 steps
30 semester hrs. college credit	$3,955-$4,944/yr. in 6 steps

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum II *(Continued)*	
ALBUQUERQUE, N. MEX.	
Education aide:	
High school diploma	$3,150-$3,960/yr. in 7 steps, with 24 college units earned
High school + 30	$3,285-$4,365/yr. in 9 steps, with 26 additional units earned
High school + 60	$3,420-$4,500/yr. in 9 steps, with 15 additional units earned
High school + 90	$3,555-$4,770/yr. in 10 steps, with 20 additional units earned
BA or BS degree	$3,825-$5,175/yr. in 11 steps
BUFFALO, N. Y.	
Teacher aide	$3.49-$3.64/hr. in 2 steps
Teacher aide--student	$1.75/hr.
School aide	$3.49-$3.64/hr. in 2 steps
School aide--student	$1.75/hr.
Counselor aide	$5,360/yr.
CINCINNATI, OHIO	
Instructor assistant I	$2.37-$2.90/hr. in 3 steps
Instructor assistant II	$3.00-$3.95/hr. in 4 steps
DAYTON, OHIO	
Teacher aide	$2.50/hr.
Parent assistant--early childhood education	$3.53/hr.
Vocational aide	$3.19/hr.
TULSA, OKLA.	
Paraprofessional	$1.60/hr.
PITTSBURGH, PA.	
Classroom assistant	$404-$422/month
Bus aide	$484/month
General aide	$494/month
English lay reader	$3.89/hr., not to exceed $1,630/yr.
Compensatory education:	
Teacher aide I	$384-$410/month
Teacher aide II	$550-$576/month
Teaching assistant	$454-$476/month

(Cont.)

School system	Salaries scheduled
PITTSBURGH, PA. *(Continued)*	
Assistant teacher	$583/month
Supervisory aide I	$3.32/hr.
Supervisory aide II	$3.55/hr.
Instructional assistant, Manpower Development Project	$3.43-$4.24/hr., based on training and experience
Substitutes:	
Teacher aide or classroom assistant	$18.50/day
Bus aide, teaching assistant or general aide	$20.45/day
CHARLESTON COUNTY, S. C. (Charleston)	
Teacher aide:	
High school graduate	$2,858.40-$3,563.80/yr. in 11 steps
1 year of college	$2,958.40-$3,663.80/yr. in 11 steps
2 years of college	$3,058.40-$3,763.80/yr. in 11 steps
3 years of college	$3,158.40-$3,863.80/yr. in 11 steps
4 years of college	$3,258.40-$3,963.80/yr. in 11 steps
GREENVILLE COUNTY, S. C. (Greenville)	
Teaching aide:	
High school graduate	$2.20-$2.95/hr.
Two years of college	$2.50-$3.60/hr.
METROPOLITAN SCHOOL SYSTEM, NASHVILLE, TENN.	
Classroom attendant	$1.88-$2.28/hr. in 5 steps
Instructional aide	$2.31-$2.95/hr. in 6 steps
Kindergarten aide; community educational aide; home aide; or parent interviewer	$1.88-$2.28/hr. in 5 steps
Social work assistant	$3.09-$3.94/hr. in 6 steps
AUSTIN, TEXAS	
Instructional aide:	
No specific education level required	$300/month
One year experience or one year aide training	$308/month

(Cont.)

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum II *(Continued)*	
AUSTIN, TEXAS *(Continued)*	
Two years' experience or one year experience + one year aide training	$316/month
High school diploma	$324/month
One year college or one year experience + one year aide training	$350/month
Two years' college or one year college + one year aide training	$375/month
Three years' college or two years' college + one year aide training	$400/month
SAN ANTONIO, TEXAS	
Teacher aide or library aide	$3,000-$3,650/yr. in 5 steps
Special education aide:	
10-month	$3,000-$3,650/yr. in 5 steps
11-month	$3,300-$4,015/yr. in 5 steps
12-month	$3,600-$4,380/yr. in 5 steps
Study hall supervisor	$3,600-$5,870/yr. in 11 steps
GRANITE SCHOOL DISTRICT, UTAH (Salt Lake City)	
Special education or Title I aide	$1.75-$2.73/hr. in 8 steps
Instructional assistant:	
0-90 credit hours	$3,241-$4,150/yr. in 8 steps
Above 90 credit hours	$3,463-$5,393/yr. in 8 steps
NORFOLK, VA.	
Special education aide	$197-$259/month in 7 steps
SEATTLE, WASH.	
Service aide or bus supervisor	$468.26-$522.50/month in 5 steps
Attendant or human relations aide	$512.84-$580.64/month in 6 steps

(Cont.)

School system	Salaries scheduled
SEATTLE, WASH. *(Continued)*	
Special attendant or human relations aide	$567.17-$634.97/ month in 6 steps
Instructional assistant	$619.81-$701.17/ month in 7 steps
KANAWHA COUNTY, W. VA. (Charleston)	
Aide (less than high school diploma)	$2,100-$2,160/yr. in 2 steps
Assistant teacher (6 appropriate college hours)	$2,280-$2,640/yr. in 4 steps
Associate teacher (A.A. or A.S. degree or 64-95 college hours)	$2,760-$3,240/yr. in 5 steps
Intern teacher (96 college hours)	$3,360-$3,720/yr. in 5 steps
Stratum III--Enrollments 25,000-49,999 (52 Systems)	
HUNTSVILLE, ALA.--city schools	
Instructional assistant	$1.74-$2.31/hr.in 8 steps (+ 15¢/ hr. for each year of college or 74¢/hr. for college degree)
SCOTTSDALE SCHOOL DISTRICT, ARIZ. (Phoenix)	
Instructional aide	$4,659-$5,928/yr.
Instructional assistant	$5,242-$6,698/yr.
ANAHEIM, CALIF.--Union High School District	
Paraprofessional	$2.75-$3.45/hr.
FREMONT, CALIF.	
Instructional aide	$449-$548/month in 5 steps
Noon supervisor	$2.37/hr.

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum III *(Continued)*	
MT. DIABLO SCHOOL DISTRICT, CALIF. (Concord)	
Vocational shop assistant	$3.64-$4.43/hr. in 5 steps
Instructional aide I; tutorial education aide; community service aide	$2.65-$3.23/hr. in 5 steps
Instructional aide II	$2.93-$3.55/hr. in 5 steps
NORWALK-LA MIRADA SCHOOL DISTRICT, CALIF. (Norwalk)	
Student activities assistant	$460-$561/month in 5 steps
Instructional library aide; home-school community aide; SCRIP aide II	$489-$597/month in 5 steps
Teacher aide, New Career	$391-$477/month in 5 steps
Teacher clerical aide	$416-$508/month in 5 steps
Instructional aide	$449-$547/month in 5 steps
ORANGE, CALIF.	
Special education aide; teacher aide; community aide; noon supervisor	$2.75/hr.
PASADENA, CALIF.	
Campus control aide	$571-$691/month in 5 steps
Children's aide, special education	$495-$599/month in 5 steps
Library aide	$451-$544/month in 5 steps
School-community aide or instructional aide	$473-$571/month in 5 steps
Laboratory assistant	$532-$644/month in 5 steps
Noon aide	$2.44-$2.60/hr. in 2 steps
RICHMOND, CALIF.	
Paraprofessional	$691-$839/month in 5 steps
RIVERSIDE, CALIF.	
Community aide I	$421-$505/month in 5 steps
Instructional aide I	$439-$529/month in 5 steps
Community aide II or instructional aide II	$460-$556/month in 5 steps
SACRAMENTO, CALIF.	
Hall monitor; instructional aide; school community worker	$433-$526/month in 5 steps
Instructional assistant:	
I	$455-$553/month in 5 steps
II	$478-$580/month in 5 steps
Programmed tutoring assistant	$478-$580/month in 5 steps
Teacher assistant (bilingual)	$490-$594/month in 5 steps
Teacher associate	$501-$610/month in 5 steps
Training assistant (bilingual)	$553-$672/month in 5 steps
SANTA ANA, CALIF.	
Instructional aide:	
General	$413-$503/month in 5 steps
TMR/EH/EMR/MGM/ Transitional	$434-$528/month in 5 steps
Reading/OH/ESL/Bilingual	$456-$554/month in 5 steps
Noon supervisor	$422-$514/month in 5 steps
Physical education matron/security matron/bus matron	$434-$528/month in 5 steps
Administrative aide	$456-$554/month in 5 steps
Community aide	$514-$626/month in 5 steps
Principal e	$566-$689/month in 5 steps
Health aide	$479-$581/month in 5 steps

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum III *(Continued)*	
STOCKTON, CALIF.	
Teacher aide or teacher assistant:	
No college-15 units	$428-$521/month in 5 steps
16-29 units	$461-$561/month in 5 steps
30-44 units	$495-$603/month in 5 steps
45-59 units	$521-$633/month in 5 steps
60-74 units	$547-$664/month in 5 steps
75-89 units	$574-$698/month in 5 steps
90 or more units	$603-$732/month in 5 steps
TORRANCE, CALIF.	
High school campus aide	$3.14-$3.80/hr. in 5 steps
ESL teacher aide; VEA teacher aide; special instruction attendant	$3.18/hr.
Teacher aide	$2.65/hr.
Reader	$2.54/hr.
PUEBLO, COLO.	
Paraprofessional	$1.85-$1.95/hr. in 2 steps
HARTFORD, CONN.	
Paraprofessional:	
No college credits	$3,819-$4,830/yr. in 5 steps
12 college credits	$4,044-$5,054/yr. in 5 steps
36 college credits	$4,268-$5,279/yr. in 5 steps
60 college credits	$4,493-$5,504/yr. in 5 steps
72 college credits	$4,717-$5,841/yr. in 5 steps
96 college credits	$4,942-$6,605/yr. in 5 steps
ESCAMBIA COUNTY, FLA. (Pensacola)	
Teacher aide or special teacher aide	$2.08-$2.61/hr. in 6 steps
Student assistant:	
High school enrollee	$1.60/hr.
1st and 2nd year college	$1.75/hr.
3rd and 4th year college	$1.95/hr.
VOLUSIA COUNTY, FLA. (DeLand)	
Assistant teacher	$4,625-$5,319/yr. in 6 steps
Non-core assistant:	
10-month	$4,326-$4,774/yr. in 6 steps
12-month	$5,191-$5,732/yr. in 6 steps
Instructional aide:	
10-month	$3,094-$3,549/yr. in 6 steps
12-month	$3,712-$4,259/yr. in 6 steps
Student employee	$1.60/hr.
BIBB COUNTY, GA. (Macon)	
Auxiliary personnel:	
High school diploma and no experience	$12/day
1-2 years college and 0-2 years experience	$15/day
2 years college and 3-4 years experience	$17/day
2 years college and 5 years experience	$18/day
PEORIA, ILL.	
Teacher aide--Career Opportunity Program:	
High school diploma	$3,120-$3,172/yr. in 2 steps
25 college units	$3,510-$3,608/yr. in 3 steps
45 college units	$3,900-$4,004/yr. in 3 steps
60 college units	$4,186-$4,290/yr. in 3 steps
90 college units	$4,576-$4,680/yr. in 3 steps
Teacher aide:	
Community aide; special education aide; regular class aide	$4,680/yr.
Special education bus monitor	$9.36/day
ROCKFORD, ILL.	
Teacher; clerical; library; or lunchroom aide	$2.27-$2.75/hr. in 5 steps

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum III *(Continued)*	
DES MOINES, IOWA	
Classroom, general building, or clerical associate:	
No degree	$18.20-$20.28/day in 3 steps*
Degree	$20.28-$22.36/day in 3 steps
Elementary library or secondary media associate:	
No degree	$19.76-$21.84/day in 3 steps*
Degree	$21.84-$23.92/day in 3 steps
Trainable associate:	
No degree	$22.88-$24.96/day in 3 steps*
Degree	$24.96-$27.04/day in 3 steps
Study hall associate:	
No degree	$24.96-$27.04/day in 3 steps*
Degree	$27.04-$29.12/day in 3 steps
	* +50¢ a day for each 30 hours of college work toward a degree
SHAWNEE MISSION, KANS.	
Educational aide	$1.85-$2.81/hr. in 10 steps (+5.5% longevity increase beyond 10th step)
CALCASIEU PARISH, LA. (Lake Charles)	
Aide in special education class	$2,937/yr.
Aide in remedial reading class	$4,323/yr.
RAPIDES PARISH, LA. (Alexandria)	
Teachers' aide	$2,365.00-$3,359.27/yr. in 5 steps
Substitute teachers' aide	$11/day
HARFORD COUNTY, MD. (Bel Air)	
Aide	$3,000-$3,850/yr. in 8 steps
SPRINGFIELD, MASS.	
Teacher aide	$11.40-$14.35/day in 3 steps
Assistant teacher:	
No experience/ no degree	$24.27/day
One year experience or bachelor's	$25.32/day
Two years' experience or master's	$26.38/day
WORCESTER, MASS.	
Teacher aide; guidance aide; library aide	$2.76/hr. ($2.90/hr. on 7/1/73)
Title I teacher aide:	
No formal training	$2.00-$2.10/hr. in 2 steps
High school or GED	$2.35-$2.45/hr. in 2 steps
One year college or equivalent training	$2.55-$2.65/hr. in 2 steps
Two years' college or equivalent training	$2.75-$2.85/hr. in 2 steps
Three years' college or equivalent training	$2.95-$3.05/hr. in 2 steps
FLINT, MICH.	
Teacher aide:	
No educational requirement	$2.66-$3.13/hr. in 4 steps
High school diploma or equivalent	$2.77-$3.59/hr. in 6 steps
30 hours of post-high school credit	$2.98-$3.81/hr. in 6 steps
60 hours of post-high school credit	$3.13-$4.11/hr. in 6 steps
Child training assistant (special education)	$3.13-$4.11/hr. in 6 steps
	NOTE: Above salaries do not include longevity increments as follows: 12-14 yrs.,$2.50/wk. 15-19 yrs.,$3.75/wk. 20 yrs., $5.00/wk.

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum III *(Continued)*	
GRAND RAPIDS, MICH.	
Paraprofessional	$2,846-$3,442/yr. in 5 steps
Lunchroom aide	$3.32/day
Bus aide	$4.99/day
BLOOMINGTON, MINN.	
Teacher aide	$2.37-$2.88/hr. in 5 steps
Paraprofessional	$3.03-$3.68/hr. in 5 steps
ST. PAUL, MINN.	
Teacher aide	$2.00-$2.50/hr. in 6 steps (steps 5 and 6 to be added for 1973-74)
WASHOE COUNTY, NEV. (Reno)	
Teacher aide	$2.75/hr.
Teacher assistant	$3.13-$3.51/hr. in 6 steps
SYRACUSE, N. Y.	
Teacher aide I	$2.90/hr.
Teacher aide II	$3.19/hr.
Corridor guide	$2.94/hr.
Bus attendant	$2.50/hr. ($10/4-hr. day)
	NOTE: Longevity increments of 10¢/hr. after 10 years and each 5 years thereafter
GASTON COUNTY, N. C. (Gastonia)	
Paraprofessional	$330/month
GREENSBORO, N. C.--city schools	
Aide:	
High school training	$275-$375/month in 9 steps
Two years' college	$295-$400/month in 9 steps
Four years' college	$305-$410/month in 9 steps
WAKE COUNTY, N. C. (Raleigh)	
Teacher aide:	
High school graduate	$240-$270/month in 4 steps
One year of college	$265-$295/month in 4 steps
Two years of college	$290-$320/month in 4 steps
Three years of college	$315-$345/month in 4 steps
Four years of college	$340-$370/month in 4 steps
PARMA, OHIO	
IPI aide; EMR aide; kindergarten aide	$3,630-$4,449/yr. in 8 steps
Classroom aide:	
Elementary (noon aide)	$2.22-$2.27/hr. in 2 steps
Secondary (study hall aide)	$2.49-$2.55/hr. in 2 steps
IGE aide or differentiated staffing aide	$3.02/hr.
Library assistant:	
7-hr. day, 2 days a week (elementary)	$1,565-$1,909/yr. in 8 steps (additional days per week prorated on this basis)
7-1/2 hr. day, 4 days a week (secondary)	$3,336-$4,062/yr. in 8 steps (additional day per week prorated on this basis)
YOUNGSTOWN, OHIO	
Instructional or monitorial aide	$2.35-$2.70/hr. in 4 steps
Substitute aide	$2.10/hr.
COLUMBIA, S. C.	
Paraprofessional	$3,121/yr.

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum III *Continued)*	
PROVIDENCE, R. I.	
General aide	$1.75-$1.95/hr. in 2 steps
Teacher aide or clerical aide	$1.95-$2.25/hr. in 3 steps
Teacher assistant I or clerical aide	$2.35-$2.55/hr. in 3 steps
Teacher assistant II or clerical aide	$2.65/hr.
KNOXVILLE, TENN.--city schools	
Teacher assistant	$4,164.60-$4,996.20/yr. in 8 steps
Regular or Head Start teacher aide; communication skills, kindergarten, or performing arts aide	$3,300.00-$4,085.40/yr. in 8 steps
Day care teacher aide	$2,468.40-$3,022.80/yr. in 8 steps
Nursery school aide or driver aide	$4,441.80-$5,319.60/yr. in 8 steps
Vocational education teacher aide:	
10-month	$3,731/yr.
12-month	$4,477.20/yr.
Youth and young adults teacher aide	$3,000/yr.
CORPUS CHRISTI, TEXAS	
Paraprofessional aide	$19.62-$24.23/day in 11 steps
LUBBOCK, TEXAS	
Title I media aide (degree)	$2.50-$3.10/hr.
Title I media aide (nondegree); migrant community liaison; secondary schools study hall supervisor	$2.12-$2.75/hr.
Bilingual community liaison	$2.28-$2.91/hr.
General teacher aide	$1.88-$2.38/hr.
Lunchroom aide; bilingual aide; nurse aide; adult basic education aide	$1.93-$2.41/hr.
Migrant aide; PSEH aide; Head Start aide; kindergarten aide	$1.88-$2.13/hr.

School system	Salaries scheduled
PASADENA, TEXAS	
Teacher aide:	
Elementary	$3,250-$5,130/yr.
Secondary	$3,000-$4,880/yr.
SALT LAKE CITY, UTAH	
Aide:	
No college	$2,650-$3,170/yr. in 6 steps
30 quarter hours	$2,751-$3,301/yr. in 6 steps
60 quarter hours	$2,842-$3,412/yr. in 6 steps
90 quarter hours	$2,943-$3,533/yr. in 6 steps
120 quarter hours or aide certificate	$3,044-$3,644/yr. in 6 steps
HENRICO COUNTY, VA. (Highland Springs)	
Teacher aide:	
Cooperative training center; special education; Title VI	$3,300/yr.
Title I or Title III	$3,500/yr.
RICHMOND, VA.--city schools	
Teacher helper	$3,501-$3,971/yr. in 5 steps
Study hall monitor	$4,389-$5,068/yr. in 5 steps
Teacher assistant:	
Less than 2 years of college	$4,494-$4,964/yr. in 5 steps
Two years of college	$5,303-$5,930/yr. in 5 steps
College degree	$6,401-$7,106/yr. in 5 steps
Teacher aide	$1.90-$2.20/hr. in 4 steps
VIRGINIA BEACH, VA.	
Paraprofessional	$2.05-$2.46/hr. in 5 steps
SPOKANE, WASH.	
Paraprofessional	$4,452-$5,532/yr. in 5 steps

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum III *(Continued)*	
MADISON, WIS.	
School aide	$2.50-$3.00/hr. in 3 steps
Teacher aide or library aide	$2.50-$2.85/hr. in 3 steps
Lunchroom and/or playground supervisor	$2.20-$2.50/hr. in 3 steps
RACINE, WIS.	
Instructional aide:	
No formal education or experience	$75.00-$81.75/wk. in 2 steps
1/2-year experience	$82.13-$101.63/wk. in 6 steps
30 hours college + 1/2-year experience	$86.25-$120.38/wk. in 10 steps
Assistant teacher (60 hours college, including 10 in education, + 1 year's experience)	$105.00-$139.50/wk. in 7 steps
Associate teacher (90 college hours, including 15 in education, + 2 years' experience)	$129.75-$153.38/wk. in 4 steps
STRATUM IV--Enrollments 12,000-24,999 (140 Systems)	
TUSCALOOSA, ALA.,--city schools	
Aide:	
Non-high school graduate	$1.60/hr.
High school graduate or GED	$1.70-$1.90/hr. in 4 steps
One year college or 1 year secretarial school after high school	$1.80-$2.00/hr. in 4 steps
Two years of college	$1.90-$2.20/hr. in 4 steps
College graduate	$2.00-$2.30/hr. in 4 steps
College graduate + valid teaching certificate	$2.10-$2.40/hr. in 4 steps
ABC SCHOOL DISTRICT, CALIF. (Artesia)	
Instructional aide I	$442-$537/month in 5 steps
Instructional aide II	$487-$592/month in 5 steps
Teacher assistant--TMR	$524-$638/month in 5 steps
School community aide	$578-$703/month in 5 steps
ALAMEDA, CALIF.	
Paraprofessional	$441-$537/month in 5 steps
ALUM ROCK ELEMENTARY SCHOOL DISTRICT, CALIF. (San Jose)	
Paraprofessional	$2.63-$3.34/hr. in 6 steps
AZUSA, CALIF.	
Teacher aide	$462-$561/month in 5 steps
School community resource aide	$534-$650/month in 5 steps
BAKERSFIELD, CALIF.-- Elementary School District	
Aide I:	
Bilingual (4-hr. day)	$189-$249/month in 8 steps
6-hr. day	$284-$374/month in 8 steps
7-hr. day	$331-$436/month in 8 steps
8-hr. day	$378-$498/month in 8 steps
Aide II:	
5-hr. day	$249-$326/month in 8 steps
6-hr. day	$299-$392/month in 8 steps
8-hr. day	$398-$522/month in 8 steps
Prekindergarten instructor	
7-hr. day	$480-$628/month in 8 steps
8-hr. day	$548-$718/month in 8 steps
BALDWIN PARK, CALIF.	
Noontime supervision worker	$342-$416/month in 5 steps

(Cont.)

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum IV *(Continued)*	
BALDWIN PARK, CALIF. *(Continued)*	
Home liaison aide and instructional aide	$471-$572/month in 5 steps
BERKELEY, CALIF.	
Counselor aide; instructional aide; school service aide	$545-$662/month in 5 steps
School community aide:	
I	$545-662/month in 5 steps
II	$601-$730/month in 5 steps
III	$662-$805/month in 5 steps (+ longevity increases of $10 a month after 10 years' service + $5 a month for each additional 5 years up to 30 years)
BURBANK, CALIF.	
Health aide and teacher aide	$517-$630/month in 5 steps
School aide	$2.98/hr.
Student helper	$1.75/hr.
Noon playground leader	$2.98/hr.
CHULA VISTA, CALIF.--Elementary school District	
Instructional aide	$406-$493/month in 5 steps
CUPERTINO, CALIF.	
Instructional aide	$423-$510/month in 5 steps (+ longevity increments of 3% of beginning salary at 10th year, 5% at 15th year, and 7% at 20th year of service)
DOWNEY, CALIF.	
Permit teacher	$3.68/hr.
FAIRFIELD-SUISUN SCHOOL DISTRICT, CALIF. (Fairfield)	
Playground/lunch supervisor	$367-$455/month in 5 steps
Instructional aide I	$414-$502/month in 5 steps
Instrcutional aide II	$435-$526/month in 5 steps
FONTANA, CALIF.	
Head Start teacher:	
60 semester units of college	$26-$30/day in 5 steps
90 semester units of college	$28-$32/day in 5 steps
120 semester units of college	$30-$34/day in 5 steps
FREMONT UNION HIGH SCHOOL DISTRICT, CALIF. (Sunnyvale)	
Paraprofessional	$2.50/hr.
FULLERTON, CALIF.--Elementary School District	
Instructional aide	$499-$595/month in 5 steps
Playground supervisor	$2.636/hr.
GROSSMONT, CALIF.--Union High School District	
Instructional aide	$2.56-$3.28/hr. in 6 steps
Teacher assistant:	
College freshman or sophomore	$2.00-$3.00/hr. in 5 steps
College junior	$2.00-$3.00/hr. in 4 steps
College senior	$2.00-$3.00/hr. in 3 steps
Bachelor's degree	$2.50-$4.00/hr. in 4 steps
Master's or bachelor's + 30 units	$3.50-$4.00/hr. in 3 steps
Doctorate or bachelor's + 60 units	$4.00-$5.00/hr. in 5 steps
Vo-tech	$4.00-$5.00/hr. in 5 steps

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum IV *(Continued)*	
KERN HIGH SCHOOL DISTRICT, CALIF. (Bakersfield)	
Community aide or instructional aide	$360-$462/month in 6 steps
Preschool instructional aide	$388-$497/month in 6 steps
Instructional assistant	$462-$590/month in 6 steps
LA MESA-SPRING VALLEY ELEMENTARY SCHOOL DISTRICT, CALIF. (La Mesa)	
Instructional aide I	$404-$540/month in 8 steps (including 3 longevity steps)
Instructional aide II	$424-$567/month in 8 steps (including 3 longevity steps)
Noon supervisor	$2.20/hr.
Student helper	$2.00/hr.
LOMPOC, CALIF.	
Instructional aide	$463-$563/month in 5 steps
MODESTO, CALIF.	
Community aide; instructional aide; preschool aide	$2.45-$2.97/hr. in 5 steps
Team teaching assistant	$3.12-$3.79/hr. in 5 steps
Career counselor aide	$2.97-$3.61/hr. in 5 steps
NAPA VALLEY SCHOOL DISTRICT, CALIF. (Yountville)	
Paraprofessional	$2,200/school term
OCEAN VIEW ELEMENTARY SCHOOL DISTRICT, CALIF. (Huntington Beach)	
Instructional aide or library aide	$452-$552/month in 5 steps
Home school liaison (Title I)	$538-$659/month in 5 steps
OXNARD, CALIF.--Union High School District	
Community aide I	$2.24-$2.76/hr. in 5 steps
Community aide II	$3.08-$3.75/hr. in 5 steps
POMONA, CALIF.	
Health aide or instructional aide	$448-$545/month in 6 steps
Bilingual teacher aide	$558-$678/month in 6 steps
ROWLAND SCHOOL DISTRICT, CALIF. (Rowland Heights)	
Bilingual (Spanish) instructional aide	$459-$559/month in 5 steps
Instructional aide	$459-$559/month in 5 steps
Instructional aide--health (12 months)	$494-$602/month in 5 steps
SAN LORENZO, CALIF.	
Instructional aide I	$472-$561/month in 5 steps
Instructional aide II	$501-$595/month in 5 steps
SEQUOIA UNION HIGH SCHOOL DISTRICT, CALIF. (Redwood City)	
Instructional aide	$544-$661/month in 5 steps
School aide	$661-$805/month in 5 steps
SOUTH SAN FRANCISCO, CALIF.	
Instructional aide	$524-$638/month in 5 steps
VALLEJO, CALIF.	
Parent assistant; school community representative (elementary); teacher assistant	$444-$539/month in 5 steps
Paraprofessional; school community representative (secondary); social service assistant	$466-$566/month in 5 steps

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum IV *(Continued)*	
VISALIA, CALIF.	
Teacher aide I	$343-$460/month in 7 steps (including 2 longevity steps)
Teacher aide II	$436-$582/month in 7 steps (including 2 longevity steps)
WEST COVINA, CALIF.	
Instructional aide	$458-$556/month
Athletic aide	$524-$634/month
Physical education aide	$474-$579/month
Noon aide	$2.10-$2.20/hr. in 3 steps
Student helper	$1.60/hr.
WESTMINSTER, CALIF.--Elementary School District	
Instructional aide	$414-$504/month in 6 steps
Instructional aide--PEP	$448-$545/month in 6 steps
Noontime supervisor	$2.167/hr.
Substitute instructional aide	$2.584/hr.
EASTLAKE SCHOOL DISTRICT, COLO. (Denver)	
Paraprofessional:	
Regular	$1.75-$2.16/hr. in 5 steps
College-trained	$1.90-$2.32/hr. in 5 steps
Campus supervisor	$2.50-$2.64/hr. in 5 steps
LITTLETON, COLO.	
Teacher aide	$2.00-$2.40/hr. in 9 steps
EAST HARTFORD, CONN.	
Paraprofessional	$2.10-$2.31/hr. in 3 steps
FAIRFIELD, CONN.	
Teacher aide	$3,380-$5,069/yr. in 5 steps
WEST HARTFORD, CONN.	
Paraprofessional assistant	$2.03-$2.62/hr. in 7 steps
NEWARK, DEL.	
Teacher aide	$2.00/hr.
WILMINGTON, DEL.	
Paraprofessional:	
Aide (high school diploma or GED)	$4,200-$5,600/yr. in 7 steps (+ $100/yr. after 12 years)
Assistant (45 credits in paraprofessional training + one year experience)	$4,400-$5,800/yr. in 7 steps (+ $100/yr. after 12 years)
Associate (75 credits in paraprofessional training + one year experience)	$4,600-$6,000/yr. in 7 steps (+ $100/yr. after 12 years)
BAY COUNTY, FLA. (Panama City)	
Teacher aide:	
60 college credits	$2.45-$2.73/hr. in 6 steps
30 college credits	$2.28-$2.56/hr. in 6 steps
High school education	$1.83-$2.28/hr. in 6 steps
LAKE COUNTY, FLA. (Tavares)	
Paraprofessional (60 college credits)	$2.47/hr.
Apprentice teacher (enrolled in teacher certification program)	$1.97/hr.
Teacher aide/clerical aide	$1.70-$1.80/hr. in 3 steps
MANATEE COUNTY, FLA. (Bradenton)	
Teacher aide	$1.75-$1.91/hr. in 4 steps
GLYNN COUNTY, GA. (Brunswick)	
Paraprofessional	$15/day

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum IV *(Continued)*	
BOISE, IDAHO	
Secondary, clerical teacher's aide	$280-$366/month in 6 steps
DECATUR, ILL.	
Teacher aide:	
30-60 hours college	$2.90/hr.
61-90 hours college	$3.20/hr.
91-120 hours college	$3.50/hr.
College degree	$3.75/hr.
Special education helper	$2.72-$3.10/hr.
DAACC child care helper	$2.00/hr.
Title I:	
Home visitor	$3.75/hr.
Home visitor aide	$2.00/hr.
MT. PROSPECT, ILL.--Township High School District	
Instructional assistant:	
Track I	$2.50-$2.80/hr. in 3 steps (+ one merit step of $3.50)
Track II	$3.00-$3.40/hr. in 3 steps (+ one merit step of $4.20)
Track III	$4.00-$4.40/hr. in 3 steps (+ one merit step of $5.50)
PALATINE, ILL.--Elementary School District	
Teacher aide	$3.00/hr.
BARTHOLOMEW SCHOOL CORPORATION, IND. (Columbus)	
Paraprofessional	$2.00/hr.
GREATER CLARK COUNTY, IND. (Jeffersonville)	
Teacher aide	$280-$330/month in 6 steps (aides with degrees start at Step 3)
PERRY TOWNSHIP SCHOOL CORPORATION, IND. (Indianapolis)	
Instructional aide	$340-$410/month in 5 steps
Substitute aide	$1.75/hr.
CEDAR RAPIDS, IOWA	
Teacher aide	$1.76-$2.54/hr. in 12 steps
Teacher associate:	
I	$2.81-$4.10/hr. in 15 steps
II	$2.41-$3.52/hr. in 14 steps
III	$1.86-$2.72/hr. in 12 steps
DAVENPORT, IOWA	
Full-time teacher associate:	
Without degree	$23.50/day
With B.A. degree	$27.50/day
Part-time teacher associate	$1.60/hr.
Part-time teacher aide or library aide	$1.93846/hr.
SIOUX CITY, IOWA	
Paraprofessional	$1.75/hr.
ACADIA PARISH, LA. (Crowley)	
Paraprofessional	$300/month
OUACHITA PARISH, LA. (Monroe)	
Paraprofessional	$240/month
PORTLAND, ME.	
Teacher aide:	
With less than 2 years' experience	$14/day
With 2 years' experience	$17/day
Teacher assistant:	
With less than 2 years' experience	$16/day
With 2 years' experience	$19/day

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum IV *(Continued)*	
CARROLL COUNTY, MD. (Westminster)	
Paraprofessional	$2,400-$3,200/yr. in 5 steps
CHARLES COUNTY, MD. (La Plata)	
Teacher aide:	
High school diploma	$3,250-$3,650/yr. in 5 steps
30 hours of college	$3,600-$4,600/yr. in 6 steps
45 hours of college	$4,400-$5,600/yr. in 7 steps
WASHINGTON COUNTY, MD. (Hagerstown)	
Aide I	$2,800-$5,000/yr. in 12 steps
Aide II	$2,600-$4,800/yr. in 12 steps
PITTSFIELD, MASS.	
Teacher aide	$2.25/hr.
Supervisory aide	$2.10/hr.
Assistant teacher	$2.30, $2.60, or $2.90/hr.
Parent aide	$2.00 or $2.25/hr.
Parent coordinator (Follow Through)	$125 or $132.40/wk.
Parent coordinator (Title I)	$6,100/yr.
Bus coordinator	$2.00/hr.
QUINCY, MASS.	
Paraprofessional	$2.50/hr.
BIRMINGHAM, MICH.	
Teacher aide	$3.02-$3.37/hr. in 3 steps
GARDEN CITY, MICH.	
IMC paraprofessional	$100 (training period)-$137.80/wk. in 8 steps
JACKSON, MICH.	
Paraprofessional:	
Non-high school graduate	$2.07-$2.74/hr. in 7 steps*
High school graduate	$2.27-$3.00/hr. in 7 steps*
15 hours of college	$2.37-$3.14/hr. in 7 steps*
30 hours of college	$2.49-$3.28/hr. in 7 steps*
*Above rates include 2 longevity steps paid after 8th and 15th years	
KALAMAZOO, MICH.	
Teacher aide III	$3,150-$4,350/yr. in 7 steps
Teacher aide II	$3,550-$4,750/yr. in 7 steps
Teacher aide I	$3,950-$5,150/yr. in 7 steps
Special education aide	$3,550-$4,750/yr. in 7 steps
MIDLAND, MICH.	
Special education aide, classroom aide	$3,736-$5,063/yr.
School aide	$2.23/hr. ($3.50/hr. if for lunch period only)
PONTIAC, MICH.	
Parent coordinator	$3.11-$4.40/hr. in 6 steps
Teacher assistant; community aide; lay counselor:	
0-29 college credits	$2.28-$2.79/hr. in 6 steps
30-59 college credits	$2.56-$3.33/hr. in 6 steps
60-89 college credits	$2.83-$3.86/hr. in 6 steps
90+ college credits	$3.11-$4.40/hr. in 6 steps
Teacher aide or library aide	$2.28-$2.79/hr. in 6 steps
Lay supervisor or clerical aide	$2.28/hr.
Student worker	$1.65/hr.
Crossing guard	$2.30/hr. (paid for not less than 2 hours a day)

(Cont.)

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum IV *(Continued)*	
PORT HURON, MICH.	
Paraprofessional	$2.10 or $2.20/hr.
ROYAL OAK, MICH.	
Teacher aide	$2.46-$3.48/hr. in 7 steps
Paraprofessional	$2.96-$3.79/hr. in 7 steps
WATERFORD TOWNSHIP, MICH. (Pontiac)	
Teacher aide	$2.35-$2.75/hr. in 5 steps
MOUNDS VIEW SCHOOL DISTRICT, MINN. (St. Paul)	
Clerical aide or general aide	$1.80-$2.20/hr. in 3 steps
Instructional aide	$2.75-$3.25/hr. in 3 steps
ROSEVILLE, MINN.	
Paraprofessional	
Level I	$407 or $495/month ($556/month for superior service)
Level II	$440 or $535/month ($602/month for superior service)
NORTH KANSAS CITY SCHOOL DISTRICT, MO. (Kansas City)	
Teacher clerk	$1.95-$2.15/hr. in 3 steps
Teacher assistant or instructional assistant	$2.35-$2.55/hr. in 3 steps
PARKWAY SCHOOL DISTRICT, MO. (Chesterfield)	
Clerical aide	$2.20/hr.
Instructional aide	$1,000/semester
ST. JOSEPH, MO.	
Instructional clerk	$2,715-$3,220/yr. in 4 steps
BILLINGS, MONT.	
Clerical and/or general duty aide	$1.75/hr. to start; thereafter, $1.75-$2.00/hr. depending on performance level
Instructional aide or library aide	$2.75/hr. to start; thereafter, $2.75-$3.50/hr. depending on performance level
HAMILTON TOWNSHIP, N. J. (Trenton)	
Teacher aide or classroom aide	$2.50/hr.
MADISON TOWNSHIP, N. J. (Matawan)	
Paraprofessional	$3.00/hr.
MIDDLETOWN TOWNSHIP, N. J. (Middletown)	
Teacher aide	$2.50/hr.
WAYNE TOWNSHIP, N. J. (Wayne)	
Teacher aide (regular)	$12/day
Teacher aide (shelter school)	$16/day
Cafeteria aide	$2.00/hr.
WILLINGBORO TOWNSHIP, N. J. (Willingboro)	
Title I aide	$2.50/hr.
Teacher aide	$2.10/hr.
WOODBRIDGE TOWNSHIP, N. J. (Woodbridge)	
Teacher aide	$2.25/hr.
Teacher assistant	$3.00/hr.
GALLUP-McKINLEY COUNTY SCHOOL DISTRICT, N. MEX. (Gallup)	
Teacher aide	Starting annual salary with high school education is $3,300; each column on the schedule represents a $100 annual increase and requires

(Cont.)

SALARIES OF TEACHER AIDES AND OTHER PA[illegible]PROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum IV *(Continued)*	
GALLUP-McKINLEY COUNTY SCHOOL DISTRICT, N. MEX. (Gallup) *(Continued)*	
	the following college credits: 8, 16, 24, 32, 40, 48 56, 64/AA, 96, and more than 96 hours. There are 11 steps in each column, with a $100 increase on each step; thus a $1,000 difference between the minimun and maximum in each column.
LAS CRUCES, N. MEX.	
School aide:	
No experience and no college hours	$1.95-$2.35/hr. in 5 steps
66 college hours and no experience or 18 hours and one year experience	$2.10-$2.50/hr. in 5 steps
Cafeteria monitor	$4.00/day (1-1/2 hrs.)
Teacher aide--federal program	$1.75-$2.20/hr., depending on qualifications and experience (10¢ additional per hour for aide with supervisory duties)
COMMACK, N. Y.	
Teacher aide:	
0-200 hours experience	$2.10/hr.
More than 200 hours experience	$2.45/hr.
Handicapped children	$2.70/hr.
FARMINGDALE, N. Y.	
Cafeteria or clerical aide	$2.14-$2.45/hr. in 4 steps
Substitute aide	$2.14/hr.
NEWBURGH, N. Y.	
Teacher aide	$3,030-$3,720/yr. in 4 steps (+ $60/yr. for each 3 hours of college credit; + $250 longevity for 10 years and $350 for 15 years)
Monitor	$3,940-$5,300/yr. in 6 steps (+ above noted longevity increments)
NIAGARA FALLS, N. Y.	
Lunch and playground aide or school aide	$2.25/hr.
Head bus aide or home school partner	$3.25/hr.
Library aide in school with no librarian	$2.75/hr.
All other aides	$2.50/hr.
	NOTE: All aides receive additional 25¢ an hour in 3rd year of employment
ROME, N. Y.	
Teacher aide	$2.25/hr.
Teacher assistant	$2.40-$2.50/hr.
SCHENECTADY, N. Y.	
General teacher aide	$2.13-$2.47/hr. in 5 steps
Instructional aide	$2.50-$2.94/hr. in 5 steps
Teacher aide technician	$3.18-$3.89/hr. in 5 steps
Lunch aide	$2.50/hr.
SMITHTOWN CENTRAL SCHOOL DISTRICT, N. Y. (St. James)	
Teacher aide	$2.46/hr.
Library aide	$5,738/10 months
Laboratory aide	$2.73/hr.
Duty aide (monitor)	$2.46/hr.
Security guard	$3.00/hr.
Lunch/playground aide	$2.18/hr.
SPRING VALLEY, N. Y.	
Teacher aide	$3,455-$5,519/yr. in 9 steps
Special education aide	$3,713-$5,777/yr. in 9 steps
	NOTE: Above salaries + longevity increments after 10th, 15th, and 20th years

(Cont.)

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum IV *Continued*	
ROBESON COUNTY, N. C. (Lumberton)	
Teacher aide:	
High school graduate, no experience	$281/month
High school graduate, experience	$293/month
One year of college	$303/month*
Two years of college	$315/month*
Three years of college	$326/month*
	*Less $10/month with no experience
ROWAN COUNTY, N. C. (Salisbury)	
Teacher aide:	
High school degree	$282/month
One year of college	$299/month
Two-three years of college	$315/month
College degree	$332/month
BEREA, OHIO	
Paraprofessional	$2.44-$2.66/hr. in 2 steps
CANTON, OHIO	
Disruptive class aide; study hall proctor; lunchroom supervisor aide	$2.50-$2.70/hr. in 3 steps
Teacher aide	$2.10/hr.
Laboratory assistant	$3.05/hr.
Special education aide	$2.20/hr.
School community worker:	
High school graduate:	
6-1/2-hour day	$4,247-$4,747/yr. in 6 steps
7-hour day	$4,587-$5,127/yr. in 6 steps
Two years of college:	
6-1/2-hour day	$4,847-$6,047/yr. in 7 steps
7-hour day	$5,235-$6,531/yr. in 7 steps
Bachelor's degree	
6-1/2-hour day	$5,647-$7,747/yr. in 8 steps
7-hour day	$6,099-$8,367/yr. in 8 steps

School system	Salaries scheduled
CLEVELAND HEIGHTS-UNIVERSITY HEIGHTS SCHOOL DISTRICT, OHIO (Cleveland)	
Media center aide	$3,500-$5,460/yr. in 11 steps
LORAIN, OHIO	
Teacher aide; library aide; lunchroom aide	$1.80-$2.20/hr. in 5 steps
Monitor	$2.25-$3.10/hr. in 9 steps
SPRINGFIELD, OHIO	
Kindergarten aide	$2.43-$3.00/hr. in 8 steps (including 3 longevity steps at 6, 11, and 16 years)
Title I aide or DPPF adult aide	$2.03-$2.44/hr. in 5 steps
WARREN, OHIO	
Paraprofessional	$2.42/hr.
LAWTON, OKLA.	
Teacher aide	$1.70/hr.
SALEM, OREG.	
Teacher aide	$400-$510/month in 6 steps
Assistant teacher	$463-$591/month in 6 steps
Library aide:	
I	$363-$463/month in 6 steps
II	$400-$510/month in 6 steps
III	$464-$591/month in 6 steps
Community schools aide	$400-$510/month in 6 steps
Student helper:	
Reader for blind	$1.60/hr.
Work-study program	$1.60/hr.
Aide under federal project	$1.60/hr.
College tutors	$2.54/hr.
Community school aide	$2.31/hr.
Substitute teacher aide	$2.31/hr.

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum IV *(Continued)*	
ALLENTOWN, PA.	
Paraprofessional	"Negotiable"
BRISTOL TOWNSHIP, PA. (Bristol)	
Instructional aide:	
In training (1st year)	$2.75/hr.
Succeeding years	$3.00/hr.
Special education aide or school community aide:	
In training (1st year)	$3.00/hr.
Succeeding years	$3.35/hr.
BUTLER, PA.	
Paraprofessional	"Average" of $2.50/hr.
ERIE, PA.	
Learning resources aide	$2.50/hr.
Teacher aide:	
Non-Title I	$2.00/hr.
Title I	$2.00-$2.30/hr.
Special education aide	$3,000-$4,660/yr.
Career Opportunities teacher aide	$3,500-$4,200/yr.
NESHAMINY SCHOOL DISTRICT, PA. (Langhorne)	
Bus, dining room, or playground aide	$2.13-$2.53/hr.
Building, library, or study hall aide	$2.33-$2.78/hr.
Teacher aide, clerical	$2.50-$2.85/hr.
Special education aide	$2.85-$3.25/hr.
Security aide	$3.00-$3.25/hr.
Substitute aide	$2.00/hr.
PENNSBURY SCHOOL DISTRICT, PA. (Fallsington)	
School aide	$2.22-$2.75/hr.
Teacher aide	$2.40-$2.98/hr.
Paraprofessional for trainable students	$4,870/yr.
READING, PA.	
Federal program aides:	
Resource teacher aide	$6,375/yr.
Home-school liaison	$7,276/yr.
IPI or teacher aide	$2,850-$3,150/yr. in 3 steps
FSL aide	$3,555-$3,920/yr. in 3 steps
READING, PA. *(Continued)*	
Community aide	$2.10/hr.
Special education center matron	$3,150/yr.
CRANSTON, R. I.	
Teacher aide	$1.90-$2.40/hr. in 6 steps
WARWICK, R. I.	
Special education aide	$139-$153/wk. in 3 steps
Kindergarten aide	$103-$132/wk. in 5 steps
SIOUX FALLS, S. DAK.	
Aide:	
Non-certificated	$1.60-$2.00/hr. in 5 steps
Experienced teacher, but not certified	$1.60-$2.50/hr. in 6 steps
Certified aide with teaching certificate	$1.60-$3.00/hr. in 7 steps
CHATTANOOGA, TENN.--city schools	
Teacher aide:	
Less than high school diploma	$15.50-$16.50/day in 5 steps
High school diploma or GED	$15.75-$16.75/day in 5 steps
Less than 1 year of college	$16.00-$17.00/day in 5 steps
One year of college	$16.50-$17.50/day in 5 steps
Two years of college	$17.25-$18.25/day in 5 steps
Three years of college	$18.25-$19.25/day in 5 steps
Health attendant	$15.25/day
KNOX COUNTY, TENN. (Knoxville)	
Aide:	
Less than B.S. degree	$12.80-$16.40/day in 6 steps
B.S. degree	$15.00-$19.20/day in 6 steps
B.S. degree + certification	$16.60-$21.20/day in 6 steps

(Cont.)

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum IV *(Continued)*	
SHELBY COUNTY, TENN. (Memphis)	
Instructional aide	$2.18-$2.86/hr. in 6 steps (college degree and state teaching certification required for step 6)
ARLINGTON, TEXAS	
Teacher aide; library aide; LLD aide	$300-$488/month in 11 steps
ECTOR COUNTY, TEXAS (Odessa)	
Teacher aide	$3,500-$3,800/yr. in 3 steps
GOOSE CREEK SCHOOL DISTRICT, TEXAS (Baytown)	
Teacher aide or library media aide:	
10-month	$3,281-$5,005/yr. in 13 steps
12-month	$3,937-$5,994/yr. in 13 steps
Substitute	$16/day
Extra help	$2.00/hr.
IRVING, TEXAS	
Teacher aide	$3,000-$3,310/yr. in 3 steps
KILLEEN, TEXAS	
Teacher aide:	
10-month	$3,000-$3,310/yr. in 3 steps
11-month	$3,300-$3,641/yr. in 3 steps
12-month	$3,600-$3,972/yr. in 3 steps
SOUTH PARK SCHOOL DISTRICT, TEXAS (Beaumont)	
Teacher aide and library clerk	$300-$422/month in 7 steps
ALPINE SCHOOL DISTRICT, UTAH (American Fork)	
Paraprofessional aide	$3,412/yr.
ARLINGTON COUNTY, VA. (Arlington)	
Paraprofessional aide	$3.02-$4.05/hr. in 7 steps (+ longevity increments of 11¢/hr. added to salary at 9, 13, and 17 years)
ALEXANDRIA, VA.	
Aide:	
Non-high school graduate	$3,250-$5,250/yr. in 11 steps
High school graduate	$3,750-$5,750/yr. in 11 steps
One year of college	$3,870-$5,920/yr. in 11 steps
CHESTERFIELD COUNTY, VA. (Chesterfield)	
Teacher aide	$1,890-$2,632/yr. in 6 steps
ROANOKE, VA.--city schools	
Teacher aide	$1.94-$2.48/hr. in 6 steps
BELLEVUE, WASH.	
Instructional assistant:	
B.A.	$6,660-$7,326/yr. in 3 steps
B.A. + 15	$6,880-$7,546/yr. in 3 steps
B.A. + 30	$7,099-$7,765/yr. in 3 steps
CLOVER PARK SCHOOL DISTRICT, WASH. (Tacoma)	
Teacher aide	$4,720-$6,620/yr. in 8 steps
EVERETT, WASH.	
Paraprofessional	$25.50/day
KENT, WASH.	
Instructional aide	$2.64-$3.27/hr. in 6 steps

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum IV *(Continued)*	
LAKE WASHINGTON SCHOOL DISTRICT, WASH. (Kirkland)	
Teacher aide:	
1st year	$2.55/hr.
Succeeding years	$2.85/hr.
Clerical aide	$2.40/hr.
Noon aide	$2.36/hr.
Industrial arts equipment and lab aide	$4.00/hr.
RENTON, WASH.	
Instructional aide:	
Class I	$2.25-$2.55/hr. in 4 steps
Class II	$2.337-$3.058/hr. in 6 steps
Class III	$2.423-$3.433/hr. in 8 steps
SHORELINE SCHOOL DISTRICT, WASH. (Seattle)	
Instructional assistant:	
Non-instructional situations	$2.45 or $2.60/hr.
Instructional aide	$3.25 or $3.45/hr.
YAKIMA, WASH.	
Aide:	
No educational requirement	$1.86-$2.58/hr. in 6 steps
High school diploma or GED	$1.96-$2.69/hr. in 6 steps
One year of college	$2.12-$2.84/hr. in 6 steps
AA degree or two years of college	$2.38-$3.10/hr. in 6 steps
Three years of college	$2.69-$3.41/hr. in 6 steps
CABELL COUNTY, W. VA. (Huntington)	
Aide:	
No training	$287-$405/month in 12 steps
Approved training program	$332-$447/month in 12 steps
APPLETON, WIS.	
School aide	$2.00-$2.50/hr. in 5 steps (3 years)
Orthopedic aide	$3,867.58-$4,589.50/yr. in 3 steps
GREEN BAY, WIS.	
Instructional aide:	
Elementary	$270 (in training) - $360/month in 5 steps
Special education	$310-$370/month in 4 steps
Secondary	$375-$465/month in 4 steps
	NOTE: Longevity increments are added as follows: $4/month at 8 years; $8/month at 12 years; $8/month at 16 years
KENOSHA, WIS.	
Instructional aide	$63-$78/wk. in 6 steps
Temporary instructional aide	$1.65/hr.
CASPER, WYO.	
Teacher aide	$1.83-$2.39/hr. in 8 steps
STRATUM V--Enrollments 6,000-11,999 (22 Systems)	
ARCADIA, CALIF.	
Health aide	$491-$597/month in 5 steps
Instructional aide	$504-$612/month in 5 steps
EAST WHITTIER ELEMENTARY SCHOOL DISTRICT, CALIF. (Whittier)	
Instructional aide	$445-$541/month in 5 steps
Noon duty assistant	$424-$515/month in 5 steps
SAN MATEO, CALIF.--Union High School District	
Student services aide	$653-$795/month in 5 steps
Instructional aide	$2.50-$3.00/hr. in 6 steps (semesters)
GREENWICH, CONN.	
Paraprofessional	$26/6-hour day

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum V *(Continued)*	
DOWNER'S GROVE, ILL.--Elementary School District	
Paraprofessional	$2.60/hr.
MAINE TOWNSHIP HIGH SCHOOL DISTRICT, ILL. (Park Ridge)	
Teacher aide	$5,000-$5,750/yr. in 3 steps OR $3.00-$3.50/period in 3 steps (part-time)
Paraprofessional	$2.00-$2.50/period in 3 steps
OAK PARK, ILL.--Elementary School District	
Instructional aide	$3.00/hr.
Noninstructional aide	$2.25/hr.
PARK RIDGE, ILL.--Elementary School District	
Paraprofessional	$3,800-$4,400/yr. in 4 steps (+ 2-1/2% for those at top of schedule)
BROOKLINE, MASS.	
Instructional aide:	
No degree	$4,752-$6,019/yr. in 5 steps
Bachelor's degree	$4,989-$6,256/yr. in 5 steps
KIRKWOOD, MO.	
Teacher assistant	$2.10-$2.55/hr. in 4 steps
Teacher aide	$2.00-$2.35/hr. in 4 steps
CRANFORD, N. J.	
Teacher aide (part-time)	$2.00-$2.30/hr. in 6 steps
Teacher aide (10-month)	$2,835-$3,955/yr. in 10 steps
FAIR LAWN, N. J.	
Special education aide	$4,945-$6,358/yr. in 10 steps
Audiovisual media aide	$5,565-$7,257/yr. in 10 steps

(Cont.)

School system	Salaries scheduled
FAIR LAWN, N. J. *(Continued)*	
Cafeteria and lunchroom aide	$2.35/hr.
Clerk aide	$2.35-$2.50/hr. in 2 steps
Special education bus attendant	$1.85/hr.
LIVINGSTON, N. J.	
Cafeteria or playground aide:	
Elementary	$4.00/session
Secondary	$7.00/session
RIDGEWOOD, N. J.	
MAT intern	$250/semester
Teaching assistant	$3,000/yr.
Instructional media assistant	$5,000/yr.
WESTFIELD, N. J.	
Paraprofessional	$3,900-$4,650/yr. in 4 steps
GREAT NECK, N. Y.	
Teacher paraprofessional:	
Instructional	$4.40-$5.35/hr. in 4 steps (10 years)
Noninstructional	$3.60-$4.00/hr. in 4 steps (10 years)
Clerical	$3.20-$3.70/hr. in 4 steps (10 years)
LAWRENCE SCHOOL DISTRICT, N. Y. (Cedarhurst)	
Teacher aide; bus matron; school monitor	$2,215-$4,115/yr. in 13 steps (including longevity increments at 15, 20, and 25 years)
PORT WASHINGTON, N. Y.	
Cafeteria; study hall; playground; bus duty; halls; clerical aide	$2.25-$2.90/hr. in 5 steps
Instructional aide	$2,700-$3,800/yr. in 5 steps
Teacher assistant	$4,615/yr.

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum V *(Continued)*	
WHITE PLAINS, N. Y.	
Teacher aide	$2.96-$3.36/hr. in 5 steps
Lab assistant or teacher assistant:	
No college	$4.81-$5.21/hr. in 5 steps
One year of college	$5.37-$5.77/hr. in 5 steps
Two years of college	$5.93-$6.33/hr. in 5 steps
Teacher helper	$5,650-$7,684/yr. in 7 steps
SHAKER HEIGHTS, OHIO	
Library aide	$341-$478/month in 12 steps
SOUTH EUCLID-LYNDHURST CITY SCHOOLS, OHIO (Cleveland)	
Instructional aide:	
Less than bachelor's degree	$2.30-$3.05/hr. in 6 steps
Bachelor's degree	$3.30-$4.30/hr. in 6 steps
MT. LEBANON SCHOOL DISTRICT, PA. (Pittsburgh)	
Full-time aide:	
Class II	$4,300-$6,500/yr. in 10 steps
Class III	$4,000-$5,950/yr. in 10 steps
Hourly aide	$1.80-$2.50/hr. in 4 steps
Adaptive instructional aide	$1.90-$2.60/hr. in 4 steps
Stratum VI--Enrollments 3,000-5,999 (17 Systems)	
MILLBRAE, CALIF.--Elementary School District	
Educational assistant	$2.62-$3.18/hr. in 5 steps
GLENBROOK HIGH SCHOOL DISTRICT, ILL. (Glenview)	
Paraprofessional	$2.50-$3.00/hr.
GLENVIEW, ILL.--Elementary School District	
Aide	$2,800-$3,300 in 6 merit steps
HIGHLAND PARK ELEMENTARY SCHOOL DISTRICT 108, ILL. (Highland Park)	
IPI clerk aide	$2.00/hr.
Teacher aide	$3,000/yr.
LA GRANGE ELEMENTARY SCHOOL DISTRICT 102, ILL. (La Grange Park)	
Clerical; health; library-clerk; lunch; playground aide	$2.45-$2.75/hr. in 4 steps
Instructional; library-instructional; special education aide	$2.75-$3.05/hr. in 4 steps
BELMONT, MASS.	
Professional aide:	
College graduate in education	$7,939/yr.
College graduate in other field	$6,510/yr.
Less than college degree	$5,081/yr.
ALLEN PARK, MICH.	
Paraprofessional:	
Elementary	$2.88/hr.
Special education	$3.08/hr.
Secondary	$3.10/hr.
OAK PARK, MICH.	
Teacher aide	$4.00/hr.
RUTHERFORD, N. J.	
Paraprofessional	$2.50/hr.
PELHAM, N. Y.	
Teacher aide	$4,714-$6,512/yr. in 9 steps
WANTAGH, N. Y.	
Cafeteria and playground teacher aide	$2.00-$2.50/hr. in 6 steps
Instructional aide	$2.40-$2.90/hr. in 6 steps

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum VI *(Continued)*	
WESTBURY, N. Y.	
Teacher aide, 6-hour day	$2,730-$3,890/yr. in 5 steps
Teacher aide, 20-hour week	$2.48-$3.38/hr. in 5 steps
School monitors (cafeteria, playground, bus)	$2.38-$3.06/hr. in 4 steps
Special education aide	$2,780-$3,940/yr. in 5 steps
FAIRVIEW PARK, OHIO	
Teacher aide	$2.29-$2.70/hr. in 6 steps
Library clerk:	
8-hour day	$352-$534/month in 10 steps
7-hour day	$308-$467/month in 10 steps
Substitute	$1.94-$2.78/hr. in 7 steps
Lunchroom aide (elementary)	$2.20-$2.62/hr. in 6 steps
Student aide	$1.60-$1.80/hr. in 2 steps
ROCKY RIVER, OHIO	
Paraprofessional	$2.75/hr.
WESTLAKE, OHIO	
Supervision aide	$387-$515/month in 11 steps
Teacher aide or library aide	$392-$546/month in 13 steps
Part-time:	
Supervision aide	$2.46/hr.
Teacher aide	$2.46-$2.81/hr. in 6 steps
RADNOR TOWNSHIP, PA. (Wayne)	
Paraprofessional	$2.10-$2.40/hr. in 3 steps
WHITEFISH BAY, WIS.	
Paraprofessional	$2.75-$3.25/hr.

School system	Salaries scheduled
Stratum VII--Smaller School Systems--Enrollments Less than 3,000 (16 Systems)	
BURLINGAME, CALIF.--Elementary School District	
Instructional aide	$457-$575/month in 5 steps
Library aide	$491-$620/month in 5 steps
NOTE: Longevity increments of 2-1/2% granted in 11th, 16th, and 21st years	
WINNETKA, ILL.--Elementary School District	
Kindergarten aide	$2,600-$3,200/yr. in 6 steps (+10% for full-time aide with two senior sections)
Teacher aide	$3,000-$3,800/yr. in 6 steps
CLAYTON, MO.	
Teacher aide	$23.00-$26.50/day in 3 steps
ENGLEWOOD CLIFFS, N. J.--Elementary School District	
Paraprofessional	1/2 rate at appropriate step on teachers' salary schedule
GLEN RIDGE, N. J.	
Teacher aide	$700/yr.
MOUNTAIN LAKES, N. J.	
Paraprofessional	$2.85/hr.
MOUNTAINSIDE, N. J.--Elementary School District	
Paraprofessional	$2.50-$3.25/hr.
PARK RIDGE, N. J.	
Paraprofessional	$2.50/hr.
WYCKOFF TOWNSHIP, N. J. (Wyckoff)--Elementary School District	
Lunchroom, playground, noninstructional aide	$2.55/hr.
Instructional aide	$3.80/hr.
Student teacher	$2.85/hr.

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
Stratum VII *(Continued)*	
ARDSLEY, N. Y.	
Paraprofessional	$2.25-$2.50/hr.
MANHASSET, N. Y.	
Teacher assistant	$4.25-$4.75/hr. in 3 steps
Classroom aide	$3.75-$4.25/hr. in 3 steps
School supervisory aide	$3.75-$4.25/hr. in 3 steps
Recreational aide	$20/event
Laboratory aide	$2.75-$3.50/hr. in 3 steps
Community aide	$5,000-$8,100/yr. ($5/hr.)
NEW HYDE PARK, N. Y.	
School monitor	$2.65/hr.
PORT JEFFERSON, N. Y.	
Teacher aide:	
High school diploma	$2.50-$3.00/hr. in 3 steps
One year of college	$3.00-$3.50/hr. in 3 steps
Assistant teacher	$3.00-$3.75/hr. in 4 steps
BEXLEY SCHOOL DISTRICT, OHIO (Columbus)	
Teacher aide	$5,620-$6,670/yr. in 10 steps
Library aide	$4,100-$5,000/yr. in 10 steps
INDEPENDENCE, OHIO	
Paraprofessional	$2.55/hr.
MARIEMONT SCHOOL DISTRICT, OHIO (Cincinnati)	
Paraprofessional	$2.25-$2.70/hr.

FILMED FROM BEST AVAILABLE COPY

ERS

The EDUCATIONAL RESEARCH SERVICE, which has operated for nearly 50 years under the sponsorship of the American Association of School Administrators with the cooperation of the Research Division of the National Education Association, will be discontinued as of August 31, 1973. Beginning September 1, 1973, the new EDUCATIONAL RESEARCH SERVICE, INCORPORATED, will begin operation under the joint sponsorship of the American Association of School Administrators, the National Association of Elementary School Principals, the National Association of Secondary School Principals, and the National School Public Relations Association. ERS, Inc., will operate on a completely nonprofit and independent basis and will offer services specifically designed to meet the special needs of school administrators represented by these four organizations. It will provide essentially the same services as the former ERS, but services will be greatly expanded.

Subscription fees to the new service are accepted on an annual basis, with service beginning September 1, 1973. Membership is open to local school systems, intermediate school districts, state departments of education, state and local associations of school administrators, and university departments of education. The schedule of fees is as follows:

Local school systems:	
50,000 or more pupils	$285
10,000 to 49,999 pupils	225
2,500 to 9,999 pupils	185
Less than 2,500 pupils	145
Regional service agencies--based on aggregate of enrollments of districts served (see above)	
Local associations of school administrators	145
State associations of school administrators	225
State departments of education	285
University departments of education--based on total enrollment of institution on given campus, according to local school system schedule of fees.	

Inquiries regarding subscriptions to the new service, and requests for all ERS publications, should be addressed to:

EDUCATIONAL RESEARCH SERVICE
Suite 1012
1815 North Fort Myer Drive
Arlington, Virginia 22209